

July 2018



YELLOW Means More

An Employee Owned Company

A CHARTER MEMBER OF



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The Supply Line

From the CEO

On a recent Wednesday, one of our managers woke up around 1:00 am, checked his email and noticed a message from the 2nd shift manager. The email questioned whether or not a sales order was still a go. The order had wire cuts and a commitment to deliver at 9:00 am, just 8 hours away.

By this time, the 2nd shift crew had finished their shift, headed home and were most likely sound asleep. The sales order had not been released in Eclipse so the wire had not been cut. It would have been easy for the manager who probably wanted to get back to sleep to assume that the order had been placed on hold and go to sleep.

After all, maybe the contractor did not need the wire for another day or two. It is not uncommon so no need to worry, right? Then again, something did not feel right.

By 3:30 am, **Mike Cronin**, Operations Manager and the above-mentioned manager was wide awake, had driven to Tampa and was in our warehouse filling the order in question; 4 x 420' cuts of 250 MCM and picking other items so the order would be ready to ship when our drivers arrived.

Thankfully, Mike made a choice to not ignore his nagging intuition and as a result, the order was delivered as promised. If we had failed to deliver, it would have been a

significant service breach; a fairly big negative deal.

By singling out Mike, I am not suggesting that there are not others at Electric Supply with similar, strong commitments to service excellence because there are. Mike made a big save for us, the event was recent and **Tim Taylor** took the time to publicly thank Mike.

Mike Cronin has a remarkable work ethic which leaves very little to chance; especially if Electric Supply's well-being is at risk. Equally important, Mike's respect for others makes him approachable.

Speaking of respect, last week, your department head team attended an interactive leadership workshop presented by Barry Banther. During the session, we discussed the need to be quick to extend respect to other teammates. If more or perhaps all of our teammates feel they are respected, engagement will increase and our chances for greater teamwork and profitability will improve.

In **Nichole Gumiela's** recent interactive collaboration training, attendees heard that respect among teammates is one of the critical success factors that must exist in organizations that hope to have a collaborative-friendly work environment. Considering the competitive pressures that we consistently face, not having a collaborative work-

place is a death sentence.

Each of these classes were very valuable! Thank you Barry and Nichole!

In addition to fostering engagement and collaboration, showing respect also facilitates knowledge sharing; all of which contribute to a healthy bottom line. The cool thing about showing respect for others is that each of us can and should extend respect to all of our teammates.

If we hope to have a prayer of living our vision, *to be the best company in the world to our people, our customers and our suppliers*, respecting our teammates is a must. And sharing the stories of remarkable actions by our teammates, past and present is another must to move us closer to our vision.

Regardless of whether it is recounting Mike's response to his 1:00 am "hunch" or other stories of game-changing positive moments at Electric Supply, we must retell our best stories so our newer team members understand how we roll; in part by sharing the stuff that has made our culture strong.

We can and must do this together.

After all, you're the best!

Birthdays

Mike Martin	07/05
Lewis Randolph	07/08
Wilton Rodriguez	07/08
Roger Burk	07/09
Tim Taylor	07/10
Robert Robinson	07/11
Isnaldo Oramas	07/21
Jeronimo Tapia	07/21
Joyce Hoover	07/23
Frank Kimes	07/24
Mike Gergel	07/27



Service Anniversaries

Bill Prall	18 years
Lisa Eckel	17 years
Jerry Mitcheltree	11 years
Michelle Lopez	7 years
Javey Glass	7 years
Billio Patton	6 years
Anthony Peters	5 years
Randy McDonald	3 years
Frank Kimes	2 years
Rafael Sanchez	2 years
Byron Lynum	1 year
Corey Allen	1 year
Darryl King	1 year
Maria Villagomez	1 year
Matthew Sweat	1 year

Back To School Drive

It's not too early to start thinking about how you can contribute to our Back To School Drive! This year, we are focusing more on supplies and **NOT** collecting backpacks. Here's what we need:

Teacher

- Copy paper
- Tissues
- Paper towels
- Clorox wipes
- Hand sanitizer
- Expo markers
- Post it notes
- Any gently used dollar store toys or happy meal toys for treasure box



Student:

- Pencils (large amount needed)
- Eraser packs
- Spirals (wide ruled one subject)
- Composition books
- Wide ruled paper
- Markers
- Expo markers
- Colored pencils



Fundraising Events

* Mark your calendars for Friday, July 20th! We will be having a bake sale, with proceeds benefitting our Back To School Drive. If you'd like to contribute a baked good, please sign up on the sheet at the Receptionist's window.



* Kona Ice will be here Friday, July 27th from 12:00–2:00!

* Join us Friday, August 3rd for a cookout, get your car washed by ESI Managers, and enter for a chance to win the 50/50 Raffle! Stay tuned for more information.



If you have any questions, please see Nichole Gumiela, Tracy Murphy, Mike Cronin or Kelly Oertle.

Important Phone Numbers

EMPLOYEE ASSISTANCE PROGRAM (EAP) BENSINGER DUPONT PHONE (866) 757-3271	FAX (800) 500-0993
CONSUMER CREDIT COUNSELING SERVICE HILLSBOROUGH (813) 289-8923 OTHERS (800) 388-2227	FLORIDA BLUE MEDICAL MEMBER SERVICES (800) 583-9072 WWW.BCBSFL.COM
ETHICS LINE TO REPORT SUSPECTED ETHICAL ABUSES & FRAUD PHONE (800) 500-0333	INSURANCE QUESTIONS BOUCHARD INSURANCE JEAN KELLY 727-373-2916 SHELLIE DUPUIS 727-373-2907

IF YOU HAVE QUESTIONS REGARDING YOUR ELECTRIC SUPPLY BENEFITS, OUR EXPERTS HAVE THE RIGHT ANSWERS.

Ann Lockwich - Insurance: health, dental, vision, disability and other supplemental insurances

Gary Straub - 401K

Harry Irwin - ESOP

Mission: At Electric Supply, we exist to be the distributor of choice to our targeted customers by delivering a unique and innovative customer experience that is as near to perfect as humanly possible while remaining both competitive and a sustainable organization.

Vision: Electric Supply's vision is to be the best company in the world, to our people, our customers and our suppliers.

Values:

- Safety
- Honesty
- Respect
- Success
- Humility
- Confidence
- Sustainability
- Community
- Trust
- Responsibility
- Enthusiasm
- Empowerment
- Environment
- Diversity
- Flexibility and Discipline
- Happiness and Friendships

Family News

Congratulations to **Natalie and Sean Rambaran**, they welcomed son Bryan on June 9th at 9:12AM What an adorable baby!



Matt Taylor and wife **Sarai** welcomed daughter **Adalina** into the world on June 26th at 2:41PM. Congratulations, she's beautiful!

ESOP Update

Steps to consider when things change

Have you moved into a new phase in your personal or work life? Are you starting a new job, changing your marital status, or beginning to think about retirement? If so, it may be time to take on or more of these steps related to your ESOP account.

Just starting out? Check your status

- Your plan's Summary Plan Description (SPD) outlines the specific rules for eligibility and vesting for your ESOP.
- You may have a balance in your account, even if you have not yet received a statement. Be patient, your first statement is prepared in the year after you have earned a balance.

Changes in your personal life? Update your information

- Make sure that your beneficiary and contact information are up to date for your benefits.
- If you die, the value of your ESOP account will be paid to your beneficiary according to your plan's distribution rules.

New job? Learn how your job affects company success

- ESOP participants are more effective when they pay attention to the big-picture impact of their job on the company.
- Your actions on the job can affect company success which is a key factor in growth of your ESOP benefit.

Looking to build your future? Stay longer, receive more

- The longer you stay with your company, the more opportunities you have for company-paid contributions.
- Long-term employees earn the full right to the value of their account balance (vesting) and have more years available for the company stock value to grow.

Thinking about retirement? Do financial planning

- It is never too early to start planning and saving for your future. ESOP is just one component of a plan for the future.
- You may want to consult a professional financial advisor to build your strategy for meeting your personal financial goals.

Electric Supply Owners Are On The Move

We are excited to announce that **Corey Allen** has accepted the position of 3rd Shift Warehouse Supervisor. Corey has over two decades of industry experience and will undoubtedly do a great job!

Quality Quote

"No incentive is quite so effective as the prospect of having to live with the result of one's work."

-Hammer and Champy



Symbols of July

Birthstone: Ruby

Flower: Larkspur or Water Lily

Zodiac: Cancer and Leo

Holidays

Canada Day—07/01

Independence Day—07/04

Bastille Day—07/14

Parent's Day—07/22

National Ice Cream Month

National Blueberry Month

National Hot Dog Month

National Picnic Month

National Pickle Month

July Fun Facts

- July is the warmest month in the Northern Hemisphere on average. It is similar to January in the Southern Hemisphere.
- Sometimes the hot, long days of July are called the "dog days of summer".
- July's birthstone, the ruby is often associated with contentment, love, passion, and integrity.

www.ducksters.com

Profound Reflections

with Shaker Brock

“When I die I want my last words to be, “I left ten million dollars under the.....””

-unknown

This would most certainly drive people crazy. Just imagine, you would be looking under the mattress, under the porch, under the couch, under the boxes in the garage, and so on and so on. As funny as this quote sounds, in real life leaving questions unanswered and projects unfinished can be very frustrating to those around you. Follow up on questions asked of you. Don't just leave people hanging. Just remember the old saying, “Do unto others as you would have them do unto you.”

Welcome To Electric Supply

Please welcome **Melissa Jones**, our new Purchasing Assistant, and **Erik Castillo** (3rd shift Warehouse)!



Shout Outs

Nominee: **Tim Williams**

Nominated by: **Frank Kimes**

Nominated for: Team Work

During my absence (ill) Tim crossed over from his normal duties to assist in the C&I purchasing. Going above and beyond to ensure customer service was supplied to our sales department for our customers. Once again he shows to be a team player.

Nominee: **Erni Stinson**

Nominated by: **Kyle Long**

Nominated for: Customer Service, Team Work

Erni does a great job for Electric Supply. She handles a lot of calls (both internal and external) as well as delivery issues, and she does it with a great attitude. We are lucky to have her!

Community Events

United Way Night with the Rowdies

Saturday, July 28th

Gates open at 6:00, Kickoff at 7:30

Enjoy discounted ticket prices for all United Way friends and supporters. Your ticket includes access to a private tailgate presented by United Way Suncoast Young Leaders' Society and Women United. Food, non-alcoholic beverages and more! Guests can bring their own adult beverages/cooler if desired.

Back To School Bash 2018

Saturday, August 4th from 8:00AM–2:00PM

Raymond James Stadium

This is a free event for all Hillsborough County K-12 students

There will be FREE food, activities, physicals, immunizations, haircuts, school supplies, and more!



2018 Holiday Schedule

Holidays

- ⇒ Thanksgiving: Thursday, November 22nd
- ⇒ Day before Christmas: Monday, December 24th
- ⇒ Christmas Day: Tuesday, December 25th
- ⇒ New Year's Day: Tuesday, January 1st

Flex Day Choices

This year, you will have 2 days to choose your ONE Flex Holiday from (**subject to manager approval**):

- ⇒ Friday, November 23rd. Opened from 6AM–2PM
- ⇒ Monday, December 31st. Opened from 6AM–2PM

Fireworks Safety Tips

- * Do not wear loose clothing while using fireworks.
- * Never light fireworks indoors or near dry grass.
- * Point fireworks away from homes, and keep away from brush, leaves and flammable substances.
- * Stand several feet away from lit fireworks. If the device does not go off, do not stand over it to investigate. Put it out with water and dispose of it.
- * Always have a bucket of water or fire extinguisher nearby.

The Supply Line



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Visit us on-line

In addition to the monthly Supply Line newsletter, you can check on important upcoming events anytime on-line.

Visit us at www.electricsupplyinc.com

To sign up for our eSupplyLine, please e-mail us at esupplyline@electricsupplyinc.com.

We welcome your comments and suggestions. Send your suggestions to esi@electricsupplyinc.com.

Thank you!

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